



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss C Kissane

**Respondent:** Mitie Ltd

**Heard at Leeds**

**ON: 26 and 27 November 2025**

**BEFORE:** Employment Judge Brain

**REPRESENTATION:**

**Claimant:** In person

**Respondent:** Miss L Kaye, counsel

# JUDGMENT

1. The claimant's complaint that the respondent was in breach of contract by not paying to her an enhanced redundancy payment is not well founded and is dismissed.
2. The claimant's complaint brought pursuant to sections 13 and 39(2)(d) of the Equality Act 2010 that the respondent discriminated against her by not paying to her an enhanced redundancy payment is not well founded and is dismissed.

**Approved by Employment Judge Brain**

Date: 27 November 2025

Note - Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>